Lucas County is currently undertaking a major project to implement an Enterprise Resource Planning (ERP) system. Once the system is fully functional, the County will have a single system that integrates data countywide and provides a strong foundation for additional services and functions. With the ERP system, the County will enjoy improved business practices, procedures, and delivery of services.

You might have heard about the system that's being developed. Below we've answered some questions that you might have about what's going on.

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I've heard about something called "PeopleSoft." What is it?

PeopleSoft is an ERP system that allows organizations to integrate many of their processes and resources into one very powerful system. It includes modules for Human Resources, Payroll, Benefits Administration, General Ledger, Budget, Purchasing, and many others.

What does PeopleSoft have to do with Lucas County?

After extensive analysis and research, Lucas County decided to purchase and implement PeopleSoft. Right now, teams of Lucas County employees are working with consultants from Acuent, Inc., to prepare for the implementation of the PeopleSoft system. The County has also begun redesigning many of its business processes to maximize PeopleSoft's full capability.

Why did Lucas County choose PeopleSoft?

Lucas County chose PeopleSoft because of its vast capability and user-friendliness. The version of PeopleSoft that the County purchased is Internet-based and, compared to its competitors, easy to use.

Why does Lucas County need PeopleSoft?

Implementing PeopleSoft will allow Lucas County to eliminate many of the numerous and outdated processes and information systems that exist in County departments today. The combination of PeopleSoft AND streamlined business processes will result in savings of time and money around the County for years to come.

OK, the PeopleSoft system is good for the County. What will it do for me?

The PeopleSoft system will open up a variety of online and self-service capabilities for all County employees. For example, County employees will be able to access the system online at any time, anywhere (using the Internet). You'll be able to obtain details about your pay, check on deposits, update personal information, review benefits information, and many other personal transactions.

If you are a Lucas County manager and supervisor, you'll also enjoy many self-service features, such as online recruiting, time approval, and employee development.

What has the County done so far for this project?

Between July and October 2001, Lucas County worked with Acuent to develop a strategic plan to buy and implement an ERP system. The strategic plan included comparisons of ERP vendors and their products, an analysis of Lucas County's capability to implement the system, and several detailed project plans.

Beginning in October 2001, the County, working with Acuent, began the process of selecting and purchasing the ERP software. In November 2001, the three key ERP vendors—PeopleSoft, Oracle, and Lawson—presented their products to Lucas County. In December 2001, the County made its decision and purchased PeopleSoft.

In October 2001, two related projects also began. The goal of both projects is to analyze and redesign Lucas County's business processes. Using updated business processes will allow the County to take advantage of the power and capabilities of the PeopleSoft system. One project group is focused on the County's Finance departments; the other is working on HR, Payroll, and Benefits processes. Both projects are ongoing today.

This month, the Lucas County Treasurer's Office, working with Acuent, began an analysis of their business processes.

Who is involved with the PeopleSoft project?

Several of Lucas County's leaders strongly support the PeopleSoft project, including **Sandy Isenberg**, **Bill Copeland**, and **Harry Barlos** (the County Board of Commissioners), **Larry Kaczala** (County Auditor), and **Ed Ciecka** (County Administrator). The PeopleSoft project is being led by **Keith Fournier**, director of Lucas County Information Services. The leader of the HR/Payroll project is **Dan Bridge**, director of Lucas County Payroll. **Bridgette Kabat** (Office of Management and Budget) is leading the Finance project. Dozens of County employees are working on the project to implement PeopleSoft. They represent a cross-section of County departments and functional expertise. Included among project team members are:

☞ **Tom Nichter**, Auditor's Office
☞ **Scott Smith**, Auditor's Office
☞ **Sheila Daum**, Children's Services
☞ **Laurie Kuhnke**, Children's Services

Who is this? Find out next month…

- ☞ **Cheryl Winter**, Children's Services
- ☞ **Phyllis Cole**, Common Pleas Court
- ☞ **Jim Volschow**, DP/IS
- ☞ **Tracy Berry**, Disbursement Office (Auditor)
- ☞ **Pat Heffern**, Disbursement Office (Auditor)
- ☞ **Megan Hupp**, HR (Board of Commissioners)
- ☞ **Gwen Moore-Browne**, HR (Board of Commissioners)
- ☞ **Mary Creager**, Job and Family Services
- ☞ **Delsha Traylor**, Job and Family Services
- ☞ **Betty Hutchinson**, Juvenile Court
- ☞ **Lenora Pettaway**, Juvenile Court
- ☞ **Allison Duncan**, MRDD
- ☞ **Diane Roach**, MRDD
- ☞ **Ardith Willmann**, MRDD
- ☞ **Bridgette Kabat**, Office of Mgmt and Budget
- ☞ **Kelly Roberts**, Office of Mgmt and Budget
- ☞ **Judy Baker**, Risk Management, Health Benefits
- ☞ **Diane Ducey**, Risk Management, Health Benefits
- ☞ **Becky Crabtree**, Sheriff's Office
- ☞ **Sandy Castellese**, Support Services (Board of Commissioners)
- ☞ **Lynn DiPierro**, Support Services (Board of Commissioners)
- ☞ **Jan Jump**, Support Services (Board of Commissioners)
- ☞ **Gina Hughes**, Treasurer's Office
- ☞ **Greg Shank**, Treasurer's Office

As the project progresses, more Lucas County employees will become part of it. Keep reading to find out how you can contribute to the project!

When will the PeopleSoft project be complete?

To implement all of the functions that the County desires will take between <u>three and four years</u>! Lucas County is conducting the PeopleSoft implementation in phases. This means that the system's functions will be activated gradually, not all at once.

Which PeopleSoft functions will be available first?

The first functions to become active will be related to Payroll. The County paychecks for January 3, 2003 will be produced using the PeopleSoft system. During 2003, some Human Resources, Benefits, and General Ledger functions will be available in the PeopleSoft system.

Achieving is
Believing in
Change

This sounds interesting. What can I do to help?

Although many Lucas County employees are already working on various parts of the project, we welcome your help. Your expertise and experience can help us maximize the PeopleSoft system and all of its capabilities. Please contact either **Bill LeBoeuf** or **Cathy Hood at** 213-2087 or send them an e-mail: Acuent@co.lucas.oh.us

I'll want to know more as the project continues. How will you let me know what's going on?

Beginning in May 2002, the project team will produce a monthly newsletter on the status of the PeopleSoft project.

What if I have questions during the project? Where can I get them answered?

We have set up an e-mail address for your questions, comments, or concerns: PeopleSoftHelp@co.lucas.oh.us

What are County leaders saying about this project?

Here are a few of the comments that we've heard recently:

> *"The Board of County Commissioners thinks it [the PeopleSoft project] is appropriate and great. In this day and age, there's no reason for multiple payroll/HR systems."*
>
> **Sandy Isenberg**, President
> Lucas County Board of Commissioners

> *"We at the Lucas County Auditor's Office continue in our tradition of excellence in utilizing the latest and best technology to make our service to the taxpayers of Lucas County the best it can be. We are in the business of providing public service. By utilizing this cutting edge system-wide Human Resources/payroll technology, we enhance our employees' abilities to carry out their duties, thereby benefiting our 'customers'—the citizens of Lucas County."*
>
> **Larry Kaczala**, Lucas County Auditor

> *"The PeopleSoft system seems very comprehensive…there are many, many features. Overall, I think there is a lot of potential for the system!"*
>
> **Jean Atkin**, Court Administrator
> Lucas County Court of Common Pleas